The Emerging Manager Program was an outstanding experience where the personal growth (both personally and professionally) I gained exceeded my expectations. The program provided me a lot of confidence and tools that has given me the ability to take the next step in my career. What I learned during the program complements my current technical and management skills so that I can be a more effective leader within my organisation.”

Dane Menelaws
Manager, Financial Accounting
FIIG
Outcomes

For the Individual:
– Accelerated development of leadership capability to step up into a management role
– Develop an understanding of how to align vision, values and strategy with goals, actions and performance management systems
– Learn how to coach for performance and development
– Drive results through identifying and initiating opportunities for growth, change and innovation
– Build adaptive leadership skills and learn how to embrace diversity to improve team performance and culture
– Enhance personal resilience and understand the importance of ethics and integrity in balancing personal and business needs
– Create a practical and relevant personal action plan that can be immediate transferred to the workplace
– Build a cross-industry peer network

For the Organisation:
– Support in the transition from team member to team leader/manager to increase the likelihood of career success
– Empowered new managers with a sense of direction and a strong, supported action plan
– Enhanced ability to set direction, delegate and develop individuals and teams to create a high performing work environment
– New managers with tools and a clear action plan for ongoing development linked to performance outcomes
– New managers that can pro-actively identify, communicate and initiate improvement and innovation opportunities within their teams
– Improved communication and collaboration with internal and external stakeholders

“A truly refreshing aspect of this program, compared to others, was that I walked out of it with an action plan – not just a mix of ideas in my mind. So the minute I returned to the office, I knew what I had to do and how. And it worked!”

Karolina Bowle
Product Manager
Russell Investment Group

Participant Profile:
The program brings together participants from a diverse range of industries and functional areas to maximise cross-industry collaboration, networking and peer-to-peer learning opportunities.
The Challenge of Leadership in the 21st Century

The context of business has changed dramatically in the last decade, fundamentally changing what is required from those in leadership. The definitions of management and leadership are constantly being challenged and reconsidered.

This session will focus on:
- Understanding the concepts of management and leadership and the relationship between them
- The impact of rapid changes in technology and how this influences the way we see the world and the business environment
- Facing key challenges of management and leadership today and the impact on your career goals and objectives

THE PROGRAM EXPERIENCE

The Emerging Manager Program is an intensive four day residential experience, which takes participants on a transformational journey. It is a highly experiential program utilising a range of innovative and engaging approaches to challenge and support learning.

Participants return to work with increased competence, confidence and the tools to best manage their ongoing leadership. This is supported through the creation of an individualised development plan, with clear goals, feedback mechanisms and post program coaching follow-up, including connection back with the participant’s manager.

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The Opportunities and Challenges of Diversity

Managing a team of individuals often involves bridging the gap of generational, cultural or personality differences. This session focuses on understanding and leveraging diversity to improve team performance and culture:
- Broadening the concept of diversity
- Understanding the impact of diversity; facing the challenges and leveraging opportunities
- Transforming challenges into opportunities

Emotional Intelligence and Communication

This highly-interactive session will increase awareness of yourself and others, build the skills to create trusted relationships and communicate with impact. Through a series of activities, this session will focus on:
- Applying frameworks and practical techniques to understanding self and others
- Managing emotional responses
- Building techniques for authentic and assertive communication and active listening

People, Purpose and Continuous Improvement

Aligning organisational strategy with team activity in a way that provides meaning and motivation is a core management capability. Great managers can do this, while simultaneously identifying opportunities for growth, change and innovation. This session will enable you to:
- Develop team vision that aligns with the organisational plan
- Cascade your vision into prioritised focus areas, goals and actions.
- Plan and practice critical performance conversations that simulate real work place situations
- Identify and initiate opportunities for growth, change and innovation back in the work place

Personal Effectiveness and Resilience

This session will focus on how you can break through the noise to be productive instead of becoming mired in other people’s priorities and urgent agendas by:
- Analysing your Team Management Profile (TMP) and your 360° feedback to pinpoint the leadership, management and technical roles you must perform in order to achieve your key job outputs
- Providing tools to make effective decisions about what you need to ‘do, dump and delegate’
- Developing techniques to manage your ‘energy’ rather than your time. Offering ways to enhance your sense of well-being and resilience
- Building the mindset to achieve better life/work balance and greater sense of ‘meaning’ in your role and personal life
Embedding Learning
Through a series of small group coaching sessions, you will build the skills and confidence to embed and transfer learning. Working with a dedicated coach, you will explore challenges, brainstorm solutions, look for new approaches and create a strong action plan, ready for immediate implementation in the workplace.

Meet the Faculty Team
Program Director:

Saul Brown is a management consultant, facilitator and coach with over twenty years’ leadership experience in financial services and ICT. He has a passion for driving business performance through people and a keen interest in innovation, the way leaders and organisations foster and harness the creative potential of their people. His research on coaching, leadership and innovation has been published internationally.

Presenters:

Dan Caprar is a senior lecturer at UNSW Business School where he teaches Leadership Concepts and Skills in the AGSM Hong Kong MBA, and Cross-Cultural Management in the Master of Commerce program.

Humphrey Armstrong is a widely-respected organisational psychologist, with a special interest in assisting individuals, groups and organisations in leading and managing change.

Dr Sally White is an experienced organisational psychologist and highly-skilled leadership coach and facilitator. She has worked with organisations across the Asia Pacific to develop the leadership capability of management teams for more than two decades.

“Building good foundational management and leadership skills – learning how to enhance and not hinder the performance of others at work – is not only best done early in a manager’s career but is also the most critical ingredient to the future success of every organisation.”

Saul Brown
Program Director

To find out more
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